

We Have The Watch

During our earliest days in the Marine Corps, we all learned that we must be on guard against any threat. Whether at Recruit Training or Officer Candidate School, we found ourselves standing fire watch; we memorized our 11 general orders and realized our role to protect those around us and to keep them safe. No matter how far we have traveled since then, we know our Marines and Sailors continue to count on us. We always know we have the watch.

Now, research has given us a new way to protect our team. *The Watch List.*

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Using data from the 2018 Workplace and Gender Relations Survey of Active Duty Members, Department of Defense scientists identified “The Five Signals,” sub-standard behaviors and attitudes that indicate when Marines and Sailors may be at substantially increased risk of sexual assault. Many of these same areas can be assessed using the Defense Organizational Climate Survey (DEOCS).

The Watch List tool outlines specific behaviors associated with each of the Five Signals.

The Watch List Top 5 Signals
SEXUAL HARASSMENT
GENDER DISCRIMINATION
LACK OF RESPONSIBILITY & INTERVENTION
WORKPLACE HOSTILITY
LACK OF RESPECT & COHESION

These behaviors run counter to our high standards for performance and conduct. While some may seem unrelated to sexual assault, a permissive environment sends the signal that negative behaviors will be tolerated. If we do not challenge wrongdoers, they may take advantage, if conditions are right, and do even greater harm.

The Watch List describes common indicators and warnings that help us identify issues in our command climate that we must address.

By looking out for behaviors on the Watch List, we can recognize problems and take action. Using this tool is a tangible way to live our Core Values of honor, courage and commitment. Because we have known since that very first fire watch—when it comes to protecting our team—our duty never ends.

When it comes to the safety of our teammates, we all have the Watch.



THE WATCH LIST

Top 5 Signals of Risk for Sexual Assault

Department of the Navy
Sexual Assault Prevention & Response Office



THE WATCH LIST

Top 5 Signals of Risk for Sexual Assault

If Marines Experience...

SEXUAL
HARASSMENT

risk of
Sexual Assault
increases

8x
for
Women

51x
for
Men

GENDER
DISCRIMINATION

risk of
Sexual Assault
increases

3x
for
Women

18x
for
Men

LACK OF
RESPONSIBILITY &
INTERVENTION

risk of
Sexual Assault
increases

3x
for
Women

8x
for
Men

WORKPLACE
HOSTILITY

risk of
Sexual Assault
increases

3x
for
Women

7x
for
Men

LACK OF
RESPECT &
COHESION

risk of
Sexual Assault
increases

3x
for
Women

6x
for
Men

Analysis of the *2018 Workplace and Gender Relations Survey of Active Duty Members* revealed the “Top Five Signals” identifying when Marines may be at higher risk of sexual assault. Many of these same areas can be assessed using the Defense Organizational Climate Survey (DEOCS). If a Marine experiences one of the measured behaviors below, their risk for sexual assault may increase.

When it comes to the safety of our teammates, we all have the Watch.

A Marine is at higher risk of sexual assault when a coworker does any of the following:

- Repeatedly tells sexual “jokes”
- Embarrasses, angers or upsets the Marine by repeatedly suggesting they don’t act like their gender is supposed to
- Displays, shows or sends sexually explicit materials (e.g., pictures, video)
- Repeatedly asks questions about their sex life or sexual interests that makes them uncomfortable, angry or upset
- Repeatedly makes sexual comments about their appearance, body
- Takes or shares suggestive pictures or videos of them when they don’t want to
- Repeatedly attempts to establish unwanted romantic or sexual relationship
- Intentionally touches them in sexual way when they do not want them to
- Makes them feel they would be punished/treated unfairly for not doing a sexual act

A Marine is at higher risk of sexual assault, if a Marine’s career is hurt as coworkers:

- Mistreat, ignore, exclude, or insult them because of their gender

A Marine is at higher risk of sexual assault, when the Marine’s unit:

- Does not make it clear that sexual assault has no place in the military
- Does not promote a unit climate based on mutual respect and trust
- Does not lead by example by refraining from sexist comments and behaviors
- Does not recognize and immediately correct incidents of sexual harassment
- Does not encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors
- Leaders did not publicize sexual assault report resources
- Marines did not encourage victims to report sexual assault

A Marine is at higher risk of sexual assault, when the Marine’s coworkers:

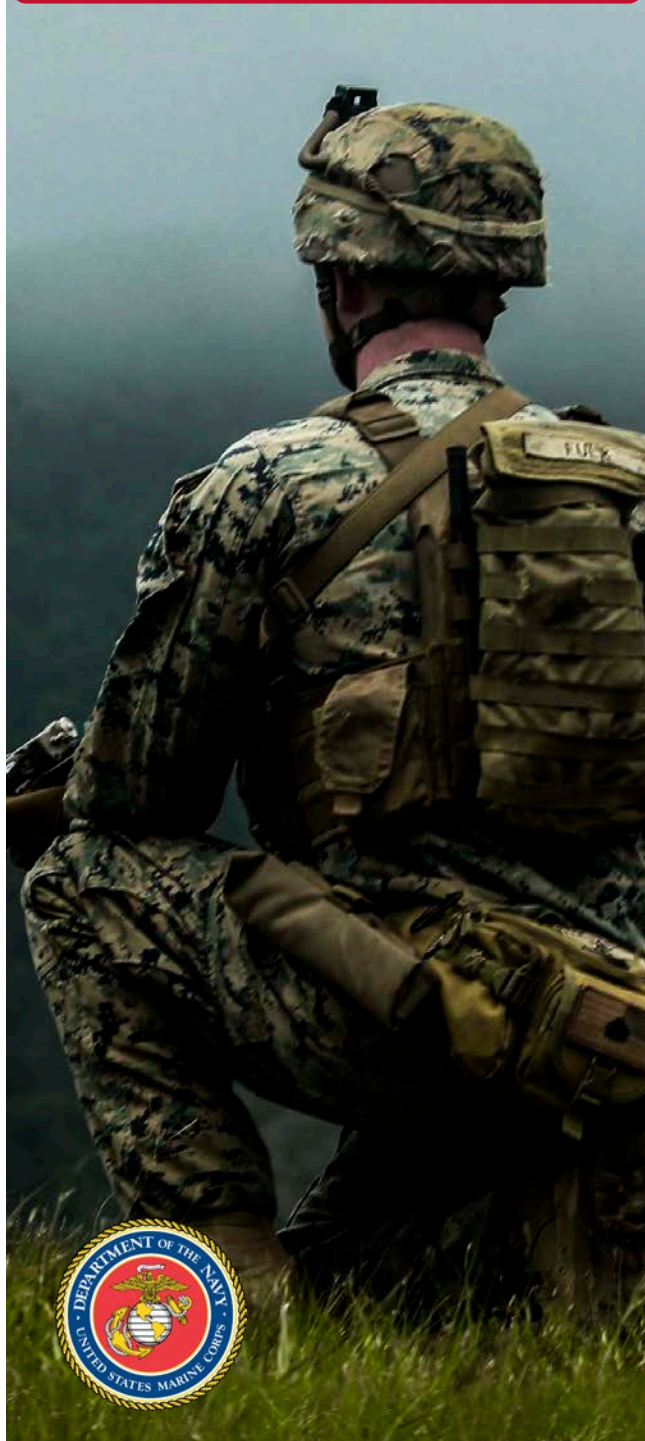
- Intentionally interfere with their work performance
- Do not provide information or assistance when they need it
- Take credit for their work or ideas
- Gossip/talk about them
- Use insults, sarcasm or gestures to humiliate them
- Yell when angry at them

A Marine is at higher risk of sexual assault, when the Marine’s unit is:

- Low in unit cohesion
- Low in respect from or for Chain of Command
- Low in respect for others from diverse backgrounds
- Low in ability to deal effectively with adversity or conflict when it occurs
- Low in gender respect: Women and men treat each other poorly
- Low in support: Marines do not provide help to one another when personal problems arise

THE WATCH LIST

Top Ten Tips for Commanding Officers



1. **CLIMATE BRIEFS:** From All-Hands to small discussion groups, commit to having routine, ongoing conversations about command climate. Active listening increases your understanding of team concerns and empowers you to adapt as needed.
2. **WALK THE DECK:** Daily engagement builds rapport, trust and confidence between leaders and Marines. You are more likely to learn about potential harmful behaviors when you take part in direct conversations with your Marines in real time. These personal interactions show that you respect your Marines and care about how they are doing.
3. **IF YOU SEE SOMETHING, SAY SOMETHING:** If you see or hear inappropriate conduct in public, respond immediately. On the spot corrections communicate standards of professional and appropriate conduct for all Marines and dispel any confusion about unacceptable behavior.
4. **ONE SIZE DOES NOT FIT ALL:** A single set response to every command climate issue is unlikely to work. In a learning institution, mistakes can be opportunities to learn and grow, and not all comments made are intended to be malicious. As a positive leader with your finger on the pulse of command climate, you can improve morale and esprit de corps by taking all reports seriously and addressing them in a swift manner.
5. **DO NOT WAIT UNTIL IT ESCALATES:** Early intervention is important. Watch List behaviors are indicators of eroding good order and discipline within your command. Stopping these behaviors early and consistently can prevent more serious destructive behaviors from occurring over time.
6. **TAKE ALL SEXUAL HARASSMENT COMPLAINTS SERIOUSLY:** Trust your Marines when they report sexual harassment, as they are trusting you to uphold the standards. Studies show most people have tried everything they can to resolve the situation before making a sexual harassment complaint.
7. **LOOK BENEATH THE SURFACE:** Complaints about Watch List behaviors may indicate deeper issues. Use additional assessment tools such as a command climate survey to better understand how your Marines are experiencing the climate. Action what you know. Remain flexible and ready to pivot as climate information comes to your attention.
8. **DEVELOP A REPORTING CULTURE:** Cultivate a command climate where Marines have confidence to report without fear of reprisal. A firm, fair and consistent approach to reporting wrongdoing builds confidence in the systems that support Marines. Trivializing Watch List behaviors could lead to a more permissive command climate.
9. **WHEN IN DOUBT, CALL IN THE EXPERTS:** Most of the Watch List behaviors are violations of Marine Corps instructions and the Uniform Code of Military Justice. Routinely check in with a Judge Advocate officer or other relevant subject matter experts if you are unsure about how to respond to a potential issue.
10. **DO NOT DELEGATE IT. OWN IT:** Make sure everyone understands your goal is to help and protect those under your command. Hold yourself accountable. If health and welfare are at risk, then you absolutely want to be informed and involved.